

Goddard Space Flight Center  
**Office of Human Capital Management**



# **Integrated Human Capital Plan for 400**

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Code 111

Supporting the Flight Projects Directorate







## Integrated Human Capital Plan for 400

- Repository to document current and upcoming human capital initiatives by directorate. Enables partnership between Directorates and OHCM to prioritize support and resources
- Plan covers 12-18 months, signed by Director of, OHCM Director and Deputy Center Director; reviewed quarterly







## Integrated Human Capital Plan for 400

- Plan being reviewed by stakeholders
- Donna Swann, matrix OHCM employee to 400, creator and POC for 400's plan
- Utilizing Case for Action and Strategic Goals from Creating a New Future initiative as a framework for 400's integrated HC Plan







# Integrated Human Capital Plan for 400

Strategic goals to creating 400's new future  
will be through:

- Broadened Communication
- **Expanded leadership opportunities**
- **Elevated performance for Goddard**
- **Being the best place to work in NASA**







## The future of 400 is one in which:

- ✓ Code 400 sustains its role as the world leader in Earth and space science project management.
- ✓ GSFC projects are executed in an environment of trust, collaboration and cooperation, as an integrated team across organization boundaries while maintaining GSFC's strategic interests.
- ✓ An environment that minimizes the distractions of imposed proscriptive processes by doing creative thinking that is aligned with policy intent.
- ✓ The workforce pipeline is sustained and expanded through multiple, visible avenues to positions in Code 400.







# Integrated Human Capital Plan for 400

## Areas of Focus

- Career Pathing
- PMDE Redesign
- Succession Planning/ Organizational Sustainability
- Supervisor Refreshment/Enrichment
- 4-D integration/relationship building
- Fostering an open and inclusive operating environment
- Business Action Teams for Resources – Streamlined Reporting-MSRs, Tools, Process Improvements
- Strategic Planning –Roles/Authority/Accountability
- Employee Viewpoint Survey areas of concentration

